

# ENGAGED!

COLLABORATING FOR A BRIGHTER FUTURE

## TEAMBUILD DAY 2019: A NIGHT OF GLAMOUR AND FUN



CONVERSATION WITH | BEHIND THE SCENES WITH SRC

10Q IN 60S | CEO SPECIAL





Dear colleagues,

Here's wishing everyone a great start to the year of the golden pig!

During this year's Teambuild Day, I shared about our revised core values. These values are very close to my heart and I hope they can become the compass that guides all our employees in making decisions. Jane and Seok Hian, our HR consultant, will be conducting roadshows at HQ as well as some of the project sites to help everyone understand better what these core values mean and how we can practise them in our daily work. For the core values to make a positive impact, they will need to be a part of our corporate fabric - something that all of us live and breathe on a daily basis.

As our TOP inspection for ICPH was right after the Chinese New Year holidays, the IPS production team worked through the first and second day of Chinese New Year to ensure that the ICPH is in tip-top condition and ready for inspection. I was also told that due to the need to bring forward production planning, the mesh team worked hard to increase daily production rate from 4 to 6 cages. I understand that many of our colleagues from other divisions are also working overtime to ensure they meet various deadlines. To me, these are all excellent examples of taking pride in your work, always striving to do the best that you can.

In every project/initiative, there are bound to be many stakeholders, but if you are the key lead, it is your responsibility to drive things and think out of the box to

resolve issues with your stakeholders when they arise. This is part of being accountable for your actions and results.

This year marks the Social and Recreation Committee's (SRC) 10th anniversary and I would like to express my heartfelt appreciation to committee members. A big thank you to James and his team! It's a thankless job but I really appreciate the effort put in to organise all the various activities and events over the years!

Besides recreational and bonding activities for staff, the SRC is also tasked to organise Corporate Social Responsibility (CSR) projects. I believe that not only as individuals but also as a corporation we have the obligation to add value to society. Thank you to those who have been participating in the CSR activities, thank you for building our culture of corporate social responsibility. This year, the SRC will be continuing in their efforts to advance our corporate social responsibility - to reach out in meaningful ways to disadvantaged sections of society. I hope everyone will continue to participate actively! It is also a great bonding activity for you and your team to be doing something meaningful together.

This is how we can build a great place to work. Great workplaces will bring ideas to life, help innovation thrive and ensure people can easily collaborate across the business.

Last but not least, the Engaged! team has approached me to do a 10Q in 60S special feature. Do not miss it! There is a special prize to be won!

亲爱的同事，

我在这里送上祝福，希望大家在金猪年有一个好的开始。

在今年的Teambuild日，我分享了新的核心价值观。这些价值观更符合我内心的想法，希望它们能作为指南针去引领员工做出正确的决定，为了帮助大家更好的去理解和实施在日常工作中，人事部经理Jane和顾问Seok Hian将在总部和工地进行详细讲解与展示。核心价值观所产生的积极的影响必将成为公司内部结构中不可缺少的一环。

因为ICPH的临时占用许可证（TOP）的检验日期安排在春节假期之后，为了保证过程和结果万无一失，IPS生产团队放弃节日休假坚持奋斗在一线。还有我们的铁网团队，在他们努力下，钢筋结构的生产率从每天生产四个提高到六个，他们为此开心而自豪。类似的情况屡见不鲜，其他部门的员工同样为了在指定期限内完成任务，加班加点毫无怨言。所有这些都是很好的例子 - 为自己的工作而自豪，竭尽全力追求效率的极限。

在每一个项目/方案中，必定有许多利益相关者，如果你作为负责人，那么打破常规去解决利

益相关者所遇到的问题将成为你的主要责任。这是对的行为和结果负责的一部分。

今年是社会及康乐事务委员会 (SRC) 成立的十周年，我在这里想表达对James和他的团队最衷心的感谢。这是一份吃力不讨好的工作，我真的感恩他们在这些年里为公司集团策划组织的所有活动所投入的努力和时间。

除了康乐活动之外，SRC同样负责组织社会责任项目（CSR）。我相信无论作为个人还是作为一个公司，我们都有义务为社会提供价值。感谢那些曾经参与过CSR项目的同事，谢谢你们为了构建企业社会文化出了一份力。今年SRC会继续努力去承担我们企业的社会责任 - 以更有意义的方式去接触社会的弱势群体。我希望每个人都能继续积极参与！它也是一个很好的机会让你和你的团队一起完成有意义的事情。

一个优越的工作环境能为生活带来灵感，让创新萌芽不断生长并帮助员工更好的跨业务合作，这是我们的当下的成果也是我们一直努力的方向。

最后，Engaged 团队邀请我参加“60秒10题”的单元，请不要错过，特别奖品等你来赢取！



# CORE VALUES

Core values make up the spirit of an organisation – like the character of a person, they are what we stand for. With our recent review of the core values, here is an elaboration to help you better understand what each means, such that a personal connection to them can be sparked.

**T**  
—  
**Take pride in what we do**



We strive for quality, timely delivery and the best that we can achieve – because that’s the standard we hold ourselves to.


**E**  
—  
**Engage for better collaboration**



Construction is not a one-man game. It is a team effort. All our operations are intertwined – only with effective communication and collaboration can we maintain operational agility and keep up with the speed of change.

And only when we put the team’s interest above self, can we accomplish and achieve as a group more than what we could achieve as individual Business Units.


**A**  
—  
**Accountable for our actions and results**



To continue growing as a company in this challenging business environment, every one of us must think and act with ownership.

This means that we must continue to hold ourselves accountable and be responsible for our own actions, impact and results that we create.

**M**  
—  
**Make innovation part of our culture**



When we hear the word innovation, we tend to relate it to the grand ideas involving sophisticated technology; but they need not be. They may be any innovative solutions to problems faced or ideas to improve processes.

**BUILD**  
—  
**Build a great place to work**




Let us together create a workplace filled with smiles and energy, and with a healthy amount of pressure. We want to be an organization of opportunities for our people and for them to be successful.

**1** Share with us how the core values connect with you.

**2** Drop us an email at [engaged@teambuild.com.sg](mailto:engaged@teambuild.com.sg)

**SHARE. EMAIL. WIN.**

We will be selecting a few quotes to be featured in the next issue. Those who are featured will receive a prize from the Engaged! team.





# MEALS ON WHEELS



Last November, an appreciation lunch was held for all the staff who participated in Meals on Wheels 2018. While expressing his gratitude to everyone for their time and effort, Mr Seow also emphasised on the importance of cultivating cohesiveness and contributing back to society – traits that should be incorporated into Teambuild's culture.

## 2018

## 2017



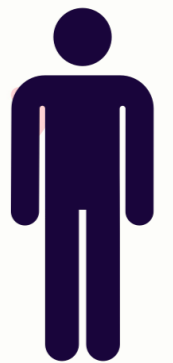
# 972

MAN HOURS



# 1,080

MAN HOURS



“Very good activity! I've participated for 2 years, and will always try my best to attend every session!”

- Charlie, HIP G20E

“A very heartwarming experience.”

- Roy, MESEE

“This social contribution is an excellent idea – we should continue with such activities and give back to society.”

- Nai Sheng, Project B

“Meaningful activity, will continue to participate.”

- Cindy, Secretary to CEO

“When you see the smiles on the residents' faces, it's very heartwarming.”

- Armin, IPS



# MEALS ON WHEELS



**STAFF APPRECIATION LUNCH**



## CONVERSATION WITH

### SOCIAL & RECREATION COMMITTEE (SRC)



From left to right: James, Kai Hui, Roy, Victoria, Jonathan, Ai Ling

Conversation With is an informal Q&A session with colleagues from various divisions.

In this issue, we sat down with members of the Social and Recreation Committee (SRC) to uncover what goes down behind the scenes while planning for recreational and bonding activities like the annual Teambuild Day, as well as the difficulties that come with the role.

Instead of the usual four-member team, this round will feature six committee members: Chairman James Tan (Admin Manager), Jonathan (Senior Communications Executive), Kai Hui (Senior Quantity Surveyor) Ai Ling (Assistant Contract Manager, MESEE), Victoria Tan (Corporate Development Manager), and former member Roy Cheng (General Manager, MESEE).

**What is the most meaningful part about being in the SRC team?**

James (J): Seeing the smiles on the faces of our colleagues who have attended the events organised by us and receiving their support.

Jonathan (Jon): I get to see people enjoying themselves during our events, and witnessing bonds being forged.

Kai Hui (KH): It would be to see that our colleagues have enjoyed the planned event or activity, and giving positive comments to the team.

Ai Ling (AL): It's a good opportunity to work with other colleagues to plan the activities, and I'm always happy to see that everyone is enjoying themselves.

Victoria (V): As the newest member of SRC, Teambuild Day 2019 was my first event. There's a deep sense of satisfaction seeing everyone enjoying themselves and having a good time!

**What improvements/changes you would like to see in the SRC?**

J: Perhaps the entire setup can be revamped – we can form separate committees for specific areas, such as a

Healthy Lifestyle Committee, Sports & Games Committee, and a Social Events Committee, or the like – then each of these committees will organise 1 event a year. Each committee will have a head and the heads together will form the “central committee” to oversee the coordination of all the activities. The heads can take turns to be the overall in charge of the central committee. Decentralising the SRC this way will reduce/eliminate “fatigue” and spread out the workload.

Jon: I would like the SRC to have members from more departments.

V: Agreed; currently the SRC members are mainly from the corporate support functions.

AL: I hope that more ad-hoc committees from Teambuild can join the team to help out with the event-planning process and contribute more "attractive" ideas.

Roy (R): More ideas for engaging activities to foster team-building across the various departments are appreciated. Some events can even feature a competitive element, such as pitting the Contracts and Finance teams against each other to solve a puzzle.

**Share with us some of the challenges faced.**

J: The main challenge is catering to the diverse nationalities/races and with it, the different cultures and languages in the organisation. For example, when choosing movies, we have to consider movies that are most easily understood or enjoyed by all the participants (which includes children) so we tend to choose movies that have more action rather than those that are perhaps heavier on dialogue as those staff who are less proficient in English or children

may not understand.

Jon: There are always last minute unforeseen circumstances that we have never experienced for almost all events. I think to be able to gauge the attendance for each event is not easy especially when the company is growing at such a fast pace and we have a constant flow of new staff to cater to. Trying to encourage bonding amongst staff during such events might prove to be a difficult task.

KH: The main challenge faced would be the rise of unforeseen circumstances that range from bad weather to poor logistics arrangement. To add on, our organisation is rather male-dominant with different nationalities, so there's a need to think of the bigger picture and make decisions when we plan for activities or overseas trips.

R: Getting the staff to engage in the activities, not just participating as told. Because a vast majority of the staff are male, it's difficult to find activities that can engage each and every one of the attendees. Even neutral activities may be deemed as boring due to the lack of a competitive element. Striking a balance is always a challenge to the SRC team, which means that certain

activities, like movie screening, will be repeated yearly.

**What kind of support do you hope to receive from the Management?**

J: To be honest, they have already given us all the support we need.

Jon: I would like to see some incentives for the members' effort. Maybe some motivational factors will be good, because we're all part of the SRC team despite having our core job. Some encouragement from the top management to the staff to participate in our events would help increase the participation of such events as well.

AL: Attend the activities planned and give the feedback. Incentives are a bonus and will definitely be much appreciated! (laughs)

R: The management has always been supportive of the SRC activities, but it'd be good if the management team could lead some of the planned activities, or engage in those that cater to different entities across Teambuild.



**What would be your most memorable event?**

J: From an organiser's perspective, the most memorable event, personally, would be Teambuild's 20th Anniversary Dinner at Ritz Carlton back in Jan 2012 – although I'm not sure if that was an SRC event per se (laughs). All the overseas trips were also very memorable for different reasons!

KH: For me, it would be the Phuket trip! I remember it was raining heavily then, and when we touched down at the airport, the first thought that ran through my head was how we were going to carry on the Amazing Race. Fortunately, we were still able to carry out the activity by holding it inside the hotel instead. I was one of the

game station masters, and it was fun! (laughs)

R: The back-to-school D&D that we organised, which saw full participation from all the staff. Almost everyone dressed to the theme, and it was like a dream had come true.

**Other than organising the "fun activities", SRC is also tasked to organise Corporate Social Responsibility (CSR) projects for the organisation. How has this experience been?**

J: I would be lying if I said it has been easy (laughs). I guess most staff are already very busy or stressed with their work and they are not really able to take time off to participate in such programmes.

As most staff would know, we have been doing Meals on Wheels for 2 years now, but for both years, while I can say they were both successful, there was certainly more room for improvement, especially with regards to participation. We actually had less volunteers in the second year.

KH: We linked up with Touch Community, and has since been participating in their Meals On Wheels Programme (MOW) where we deliver dinner to the beneficiaries. It started 2 years ago and I would say that we quite enjoy the process (laughs)! We do face shortage of manpower at times due to work commitments, but we are thankful to those who volunteered to cover those who couldn't make it.

Jon: In the recent Meals on Wheels exercise, the experience made me realise what we take for granted in our everyday lives, such as our meals. It made me appreciate what I already have instead of wanting more. It really helped me to be contented with what I already have, but with that said, I still want my increment! (whole group laughs)



R: Due to our nature of business, it'll be difficult to have full participation from all staff as it's impossible to leave the site totally unsupervised.

We have been involved in Meals on Wheels for the last two years, and despite it being a simple task, the mere act of bringing meals to the beneficiaries' doorstep is a very impactful one, especially for those who are incapacitated. In Jurong West, we encountered a recipient who faced difficulties getting to the door to receive the food packages due to his medical condition – imagine if the Meals on Wheels initiative didn't exist!

**What more do you think can be done to further increase the participation of staff in such initiatives?**

J: The company is happy to support and encourage CSR activities, but ultimately such acts come from the

heart. Having said that, SRC will continue to pursue different avenues of CSR projects, and maybe some that can be carried out on Saturdays or Sundays when the staff are not tied up at work. Hopefully our staff will be willing to give up some of their weekends to help those in need.

R: Knowing that such activities do have an impact on some other recipient's life, and that it's a worthy cause from the heart, I certainly think volunteering is not an issue. Maybe if the top management can be involved in chauffeuring the staff around for Meals on Wheels, it would encourage more to participate.

Setting aside a weekday or half a day for staff to participate in the activity will also be more effective, as it can help to generate more participation as part of their social responsibility.

AL: Participants of the various CSR activities can share their experience among their peers and help to spread the word, since some colleagues are not as well-informed with the workings of CSR projects. Perhaps the HOD can consider participating as well, so that more individuals will be more encouraged to take part in a good cause.

V: We can have an annual CSR day where the whole company will participate in a CSR activity together. As they experience how meaningful it can be, it may just encourage them to sign up for our next CSR initiative!

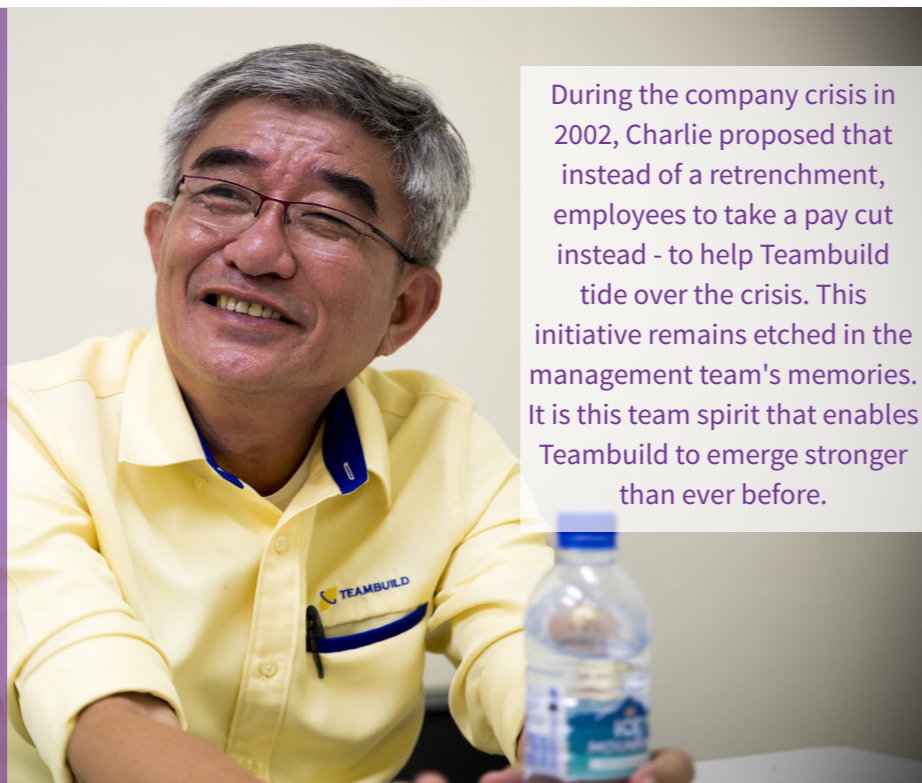
There are companies who actually make it compulsory for staff to participate in CSR activities – for example, a 2-day initiative will entitle them to an extra day of leave. Maybe we can implement that as well?  
(laughs)



# CONVERSATION WITH CHARLIE NG

(ASSISTANT PROJECT MANAGER)

## REFLECTING ON THE PAST, LOOKING TOWARDS THE FUTURE



During the company crisis in 2002, Charlie proposed that instead of a retrenchment, employees to take a pay cut instead - to help Teambuild tide over the crisis. This initiative remains etched in the management team's memories. It is this team spirit that enables Teambuild to emerge stronger than ever before.

“Passion” is a word often bounced around in the working world, a simple seven-letter term with the power to push individuals to take up jobs that cater to their interests, remain in their current fields, or seek a new venture.

Yet, it is one thing to say how passion serves as an important motivating factor for work, and another to actually carry through that zest for 24 whole years. Assistant Project Manager Charlie Ng has undergone countless experiences with Teambuild for more than two decades, and will soon hit 25 years of service this year.

That is, in itself, an undeniably notable feat, but the man himself humbly brushes off the milestone achievement. In fact, this down-to-earth personality also translates to his work attitude.

With Charlie's latest project being a HIP project (HIPG20E, Bukit Purmei), there is a need to ensure smooth communication.

“[My role] is slightly different due to the involvement of PRO, town councils, and

various other departments,” Charlie elaborates. “There is also a need to constantly interact with the RC committee, because the team has to seek the link for PRO, the consultant, and RC to come together as one to discuss and make decisions together.”

It certainly helps, then, that the veteran can draw upon his wealth of experience whenever the situation calls for it. Having stepped foot into the Teambuild family in 1994, two years after the company was founded, he has weathered the

toughest of times, with the most poignant memory being the infamous Teambuild crisis back in the early 2000s.

He recounts how the team was heavily bogged down by various difficulties during those days, with a brief rundown revealing a glimpse of the situation then.

Compromises had to be made, and the allocation of resources and materials were to be handled with much care.



The HIPG20E team

Setting out to achieve a common goal made the journey less intimidating. Team members from other projects were willing to put their best foot forward and help each other as much as possible, loaning out materials, machinery, and the like. Eventually, Teambuild emerged stronger than never before.

The assistant project manager was involved in three different projects at that time – a Botanic Gardens private project, the Teambuild Centre at Geylang, and a temple extension. Each came with a novel experience in tow, and proved to have their fair share of challenges.

For instance, the first on the list was Teambuild's first foray into the private sector, while the next had the requirement of maintaining its external features. The temple extension project is, perhaps, the most interesting one of the trio, especially since it falls beyond the company's usual scope of expertise.

The opportunity, Charlie reveals, came from Mr Tan, and he accepted the offer in hopes of gaining new experience. However, he soon encountered obstacles in his path, of which he elaborates, “The temple project, in particular, was very challenging,

because we had to concurrently do upgrading works during opening hours when people came in to pray, so we did the upgrade works on the upper levels, which means we had to take special care where safety was concerned.”

With 24 years of service under his belt, not only has Charlie witnessed the ups and downs of the industry, he is also kept aware of the evolving practices within the company.

He muses over the change that technology has brought to Teambuild, from the early days of hardcopy documents to the digital age of today.

“Last time, everything was done up in hardcopy, from submissions to drawing – we even had to manually bring copies to the consultant’s office,” he reminisces. “Now, that’s hardly the case, as everyone can easily communicate through emails and phone calls!”

Charlie acknowledges that technology has undoubtedly made life easier, expressing that “even [I], self-proclaimed to be IT-less, depend on technology to get things done.”

Moving forward, the ever-affable Assistant Project Manager believes in the ability of Teambuild's existing

system to groom future leaders.

“I feel that Teambuild has an excellent system in place to attract new talents. It provides guidance for fresh-faced individuals to better understand what the job entails, such that they can mature at their own pace,” he explains.

“Having built on a strong foundation, the system also eases in the transition process for new employees, so they can draw upon an existing work flow instead of starting from scratch.”

His words of wisdom for the younger generation? Always be willing to learn, and take initiative in making the first move – after all, having a good attitude towards people and work is also very important for one’s personal growth.

Passion and a collaborative office culture serve as the other missing pieces of the puzzle, and Charlie agrees that Teambuild already has such a practice in place.

“There will come a time to pass the torch to a new generation of leaders, but I’m sure the management is already working on it,” expresses the veteran with a laugh.



Can you spot the similarity between the two Kopi-T features?

First to email to [engaged@teambuild.com.sg](mailto:engaged@teambuild.com.sg) with the correct answer will win a voucher!



A father, a son, a brother, a friend, a husband and CEO of one of the biggest construction firms in Singapore – our dearest head honcho certainly wears a lot of hats. Having built Teambuild from ground-up, Mr Seow has led the company over the years, and his relentless efforts have brought us to where we are today.

In this issue of Engaged!, we have dedicated a special segment to Mr Seow, seeking to better understand him not just as a leader or boss figure, but as a person as well.

## 10Q IN 60S (CEO SPECIAL)

1

**What is the one thing that people do not know about you?**

I am basically an impatient person.

5

**What is on your bucket list?**

Seeing the world.

8

**Who or what inspires you?**

My parents and my uncle, who was my mentor.

2

**Describe yourself in one word?**

Boring.

6

**What was your dream job when you were young?**

Writer! (laughs)

9

**What do you do for fun?**

Reading, golfing, and watching movies.

3

**Motto or personal mantra?**

Honouring promises made!

7

**What is your most memorable moment in Teambuild?**

Can I say moments? When Teambuild staff united to overcome the company crisis in 2002 and when we were selected to complete the abandoned HDB project at Marine Parade!

10

**If you could retire tomorrow, what would you do?**

Tour the world with my family!

4

**If you could make a rule for a day and everyone had to follow it, what would it be?**

Commit to doing charity work one day a year.

## 10Q IN 60S

10 Questions in 60 Seconds is a fun Q&A with colleagues.

1

**How long have you been with us?**

18 years. The journey first started on Valentine's Day actually!

4

**What is one thing you've always wanted? Did you ever get it?**

Sleep, it's never enough.

7

**What cheers you up?**

When my daughter wants to talk to me. She's at the age where she doesn't want to talk to her parents.

9

**What question do you hate to answer?**

My wife likes to ask me, "how much do you love me?"

2

**If you could make a rule for one day and everyone had to follow it, what would it be?**

Nobody is allowed to drive on the causeway on the day when I visit my parents! I hate the jam.

5

**What is one thing you cannot live without?**

Facebook.

3

**What do you do for fun?**

It's a funny thing, but I like to wash my car – only my car, though, not anyone else's car! (laughs)

6

**If you could be any age for a week, what age would that be?**

Sweet 16! I had the most friends during that time, and it was easier to make friends.

8

**What is the craziest thing you've ever done?**

Skip class during school.

10

**Describe yourself in one word?**

Boring, I'm an old man.





# TEAMBUILD DAY 2019

Once a year, we celebrate the humble beginnings of Teambuild and look back at how far the company has grown since its inception. The fun-filled evening of 15 January 2019 saw plenty of laughter, cheers, and celebratory joy as everyone basked in the good company of their friends, with some taking to the stage to collect awards and put up a dazzling performance in the spotlight. Here's to even better years ahead!



#CHECKINGIN



# CNY CELEBRATION 2019

Dong dong chiang! Chinese New Year (CNY) celebrations in Teambuild have always been a joyous, boisterous affair, and this time was no different as we ushered in the Year of the Pig. From the customary lion dance performance to the must-have *louhei* session, the CNY spirit sure made its presence felt!



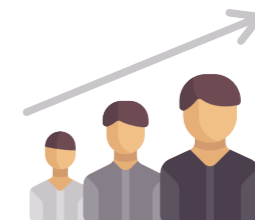
SPECIAL FEATURE | STAFF PROMOTION

# STAFF PROMOTION

As part of the career development for our employees, and in recognition for their hard work, performance and dedication to our organisation, the management is pleased to announce the promotion of the following deserving staff to their new appointments with effect from 1 January 2019. Congratulations!

NAME	DIVISION*/BU	PROMOTED TO
Shi Ling Yan, Linus	BC-Project Management	Project Engineer (I)
Garcia Mark Allyson Espanola	BC-Project Management	Site Engineer (I)
Chong Nai Sheng	BC-Project Management	Architectural Coordinator
Mohammad Faizal Bin Mohd Raman	BC-Project Management	Customer Relations Officer
Karuppaiah Muthumani	BC-Project Management	WSH Coordinator
Leo, Boey Chin Ray	CPQ-Planning/Technical	BIM Coordinator
Bacolod Armin Adayon	CT-IPS	BIM Coordinator
Gajendiran Kalaivanan	CS-MESEE	Site Engineer
Loke Hoe Mun	CS-MESEE	Site Engineer
Tan Siaen Yee, Sandy	CS-MESEE	Quantity Surveyor
Chu Tze Ching	CS-AWC	Quantity Surveyor

# CONGRATULATIONS!





# ANNOUNCEMENTS

The time to announce the successful recipients of the Seow Kong Cheong Scholarship has dawned upon us once again! Following in the footsteps of last issue's trio Wong Chen Hin, Gurudas Basu, and Alex Tho are Allan Low and Tan Wee Kiat. A job well done, and hearty congratulations!

## CONGRATULATIONS!



### TAN WEE KIAT

BUILDING CONSTRUCTION UNIT

### ALLAN LOW

CONSTRUCTION PRODUCTIVITY AND QUALITY UNIT

## FEBRUARY

### Lunch Talks



- Launching of CMP (21 Feb)
- Core Value Comms Session – HQ (22 Feb)
- Core Value Comms Session – Site (26 Feb)
- Core Value Alignment Workshop – Management (27 Feb)

## MARCH

### HR & Sharing Events



New staff induction (1 March)

### Lunch Talks



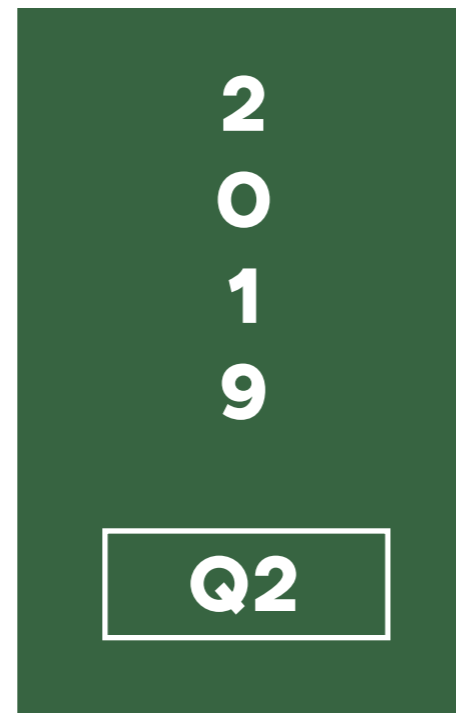
- CMP Mentor Training (6 March)
- Core Value Comms Session – Site (7 March)
- Core Value Comms Session – Site (8 March)

## MAY

### HR & Sharing Events



New staff induction (31 May)



## CREDITS

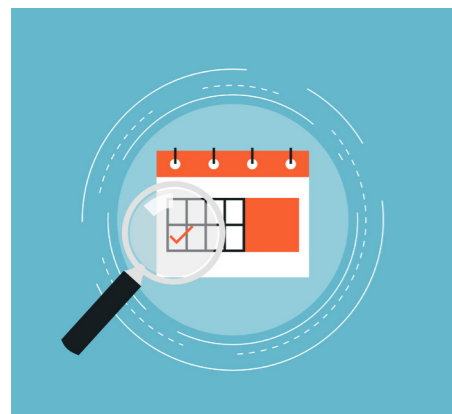
We would also like to thank the following individuals for their contributions to this issue of ENGAGED!:

- Allan Low
- Charlie Ng
- Hong Wee Khong
- James Tan
- Jonathan Tay
- Koh Kai Hui
- Ong Ai Ling
- Roy Cheng
- Seow Seng Wei
- Tan Wee Kiat
- Victoria Tan

## STORIES / IDEAS

We would love to hear from you!

If you have any feedback on how we can improve future issues, please write to [engaged@teambuild.com.sg](mailto:engaged@teambuild.com.sg). ENGAGED! would be more engaging if it is for the Teambuild community by the Teambuild community.





# EDITORIAL TEAM

---

## EDITORIAL ADVISORS

Seow Chai Hing

Hong Wee Khong

Raymond Chan

## EDITOR

Victoria Tan

Corporate Development Manager

## PHOTOGRAPHER / COORDINATOR

Jonathan Tay

Senior Marketing Executive

## CHINESE TRANSLATOR

Kayden Guo

Senior IT Executive

## DESIGNER / WRITER

Wong Si Jia

Intern



**TEAMBUILD**  
BUILDING ASPIRATIONS